



Addendum to Agenda Item #11.B.

CAREER DEVELOPMENT INSTITUTE, Inc.

VOCATIONAL NURSE PROGRAM

1830 So. Robertson Boulevard, Los Angeles, CA 90035

Phone: 310-559-0225 Fax: 310-559-7114

BVNPT Received edu
on 8/22/11 with mc

Vocational Nursing Program Overview **September 9, 2011 Advisory Board Meeting**

Career Development Institute (CDI) obtained its first approval for a start of 30 students in 2005. Since 2005 to present, the classes varied from six to eighteen students. CDI has enjoyed the small classes and has learned much in how to deliver a VN program from the smaller class size. Having small classes is great for learning, however, comes with some drawbacks, specifically statistics. One student not passing the NCLEX in a small graduating group yields a much larger percentage failure than having a larger class with more students not passing. This is also true with the successes. Since 2005, the program has evolved and as the program was evaluated each year, measures were put into place to correct the shortcomings, all of which, when implemented showed positive change; and in the 2009 graduating group; there was a 100% pass rate. CDI is committed to providing an excellent program for VN students in the Los Angeles area and wishes to use the past to change the future and continue to learn and grow. In order for this to occur, CDI is asking for a review of the past changes in combination with current initiatives and an action plan for the next class in order to allow a November 2011 class start of 30 students. CDI will begin advertising measures (something that has not been done other than word of mouth advertising) and feels that a larger class size will reflect more positively on what can be achieved with the revised CDI VN program.

Class Start/End Date

8-19-05 – 10-20-06

Student Starts: 10

Student End: 9

NCLEX-PN: 9

Pass Rate: 5 passed = 56%
4 failed

Reasons Student Left Program:

1 student moved to the next class due to academic struggles.

How We Began the VN Program:

Before the students took the NCLEX-PN, we hired a consultant/review instructor recommended by the California Vocational Nurse Educators with an advertised 99% pass rate. In addition, many community colleges gave her accolades that were in the audience. CDI hired her and she completed a 40-hour review course.

Outcome:

Our students' success rate on NCLEX-PN was 56%.

Outcome Analysis:

The exact cause of the discrepancy between our students' success rate in our program and their inability to pass the NCLEX-PN could not be definitely determined. The consultant identified test anxiety. Another thought that the admitted group of students did not have a strong educational foundation was not strong entering the program. The admissions requirements at this time were to exceed a 65% on the reading section of the TEAS test.

Action plan for next class start:

- The admission requirement for the students taking the entrance exam for the next start date of 9-9-06 was raised to 70%.
- More tests would be implemented throughout the program to decrease test anxiety.
- Pop quizzes were added to syllabus.
- Counseling students one-on-one in order to identify if they had pre-existing learning disabilities was added for remediation.

Class Start/End Date

9-9-06 – 11-6-07

Student Starts: 9

Student End: 6

NCLEX-PN: 2 passed = 40%

4 failed

Reasons Students Left Program:

1 student was dropped due to inadequate attendance.

1 student was dropped due to inadequate attendance and insubordination.

1 student was moved to the next class.

All action plan items above were implemented.

Outcome:

Our students' success rate on NCLEX-PN was 40%.

Outcome Analysis:

- Students reported feeling less anxious about tests and scored better, however, the students felt unease about taking computer-based tests.
- Attendance was an issue in this class

Action plan for next class:

- ATI computer-based exams and VN package was implemented.
- Computers were purchased for each student's use; students were given their own computer with tuition.
- Strengthened attendance policy.

Class Start/End Date

1-12-07 – 3-9-08

Student Starts: 9

Student End: 7
NCLEX-PN: 2 failed

Reasons Students Left Program:

1 student moved out of area.
1 student dropped due to attendance issues.

All action plan items above were implemented.

Outcome:

Two students who completed VN program took the NCLEX-PN, but neither passed.

Outcome Analysis:

The ATI system using practice tests, proctored tests and one-on-one tutoring were given to students, but not given grades nor made mandatory.

Action plan for next class:

- ATI was made mandatory.
 - We used the complete ATI package program with books and DVD's.
 - All students had to pass the subjects and the comprehensive exam in order to take the NCLEX-PN.
 - ATI was integrated throughout entire VN program.
 - We changed our policies and procedures in the student manual to reflect these changes.
- Our entrance exam became more challenging:
 - Students had to score 75% or higher on TEAS reading score to be admitted with an overall score of 67%.

Class Start/End Date

4-21-08 – 7-21-09

Student Starts: 6
Student End: 6
NCLEX-PN: 6 passed = 100%
0 failed

All action plan items above were implemented.

Outcome:

Our students' success rate on NCLEX-PN was 100%.

Outcome Analysis:

Making the entire ATI package a mandatory component of our VN program proved transformative. There is a strong correlation between a student's success on the ATI proctored exams and his/her likelihood of passing the NCLEX-PN. We integrated ATI throughout the core program in such a way that students had mandatory test deadlines to meet and pass. A mandatory comprehensive exit exam was added. If they failed to meet these deadlines, they were put on mandatory ATI remediation. Raising the bar of the entrance exam also proved to bring in a stronger group of students.

Action plan for next class:

- Hired a full-time Director of Education to assist in one-on-one tutoring of students and provide educational support and guidance.
- Added a policy that states if a student does not take and pass the ATI comprehensive exit exam at a 90%, student's paperwork will not be sent to the board and they will not be eligible to take the NCLEX exam.

Class Start/End Date

5-8-09 – 10-10-10

Student Starts: 9

Student End: 6

NCLEX-PN: 3 passed = 100%

0 failed

3 have not taken exam to date

Reasons Students Left Program:

1 student was dropped for attendance.

2 students dropped for financial difficulties.

All action plan items above were implemented.

Outcome:

The three that took the exam had a 100% pass rate. The other three of the six graduating students, have not, to date taken the exam due to not completing the mandatory exit comprehensive ATI exams, therefore were not eligible to take the NCLEX.

Outcome Analysis:

The DOE, DON and the Director of CDI called frequently the three students who were not meeting the ATI requirements to have their paperwork sent to sit for the NCLEX-PN. Two of them got preoccupied with working full-time and the third did not show up after failing the first proctored exam. The policy failed to set a deadline outlining the length of time permitted for passage of the ATI proctored exams, therefore students did not feel the urgency to come to school, study and get back on track. Also decided to address faculty issues and improve hiring instructors as evaluations of instructors led CDI to strengthen hiring process.

Action Plan for next class:

- New ATI NCLEX-PN policy stating that they have no more than 60 days after graduating from the VN program to pass the ATI Comprehensive examination. Failure to do so would result in the student having to retake the NCLEX Review Course and complete all required remediation at their own expense.
- Students must also pass ATI proctored subject examinations during the 100-hour review course.
- Added a mandatory 20 minute mock teaching to faculty interviews to determine better quality of instructors prior to hire.
- DOE meets with students on a regular basis to review student progress and learning strategies.
- CPAt added as an entrance requirement with 180 or above score.
- If class test is 75-80%, student must review test questions missed with an instructor
- If class test is 75% or below, student must meet with DOE and DON and complete a period of mandatory remediation. Student must also retake exam and achieve a passing score.

- Will be utilizing our electronic simulator with mandatory instructor learning classes.

Class Start/End Date: Current class
3-20-10 – 10-10-11

Student Starts: 14

Student End: 6

Reasons Students Left Program:

7 students were dropped for attendance; no student was dropped later than Term I.
1 student was dropped for insubordination in pre-requisites.

Outcome:

Students are in the 4th term of the program. All 7 students who dropped or were dropped was in the first term. There has been 100% retention in Terms 2, 3 and 4. Students are performing well in theory and clinical currently.

Action Plan for next Class:

- Due to the retention issue, a more extensive information session prior to enrolling that makes it more clear what vocational nurses are, and what they do.
- A one-on-one interview with the DON and DOE has been added in the admissions requirements. In these interviews, the DON and DOE ask students questions to determine whether they have adequate support, motivation, understanding of the job, childcare, transportation, etc. to be successful in the VN program

Expected Outcome:

We expect a 100% NCLEX-PN pass rate from all 6 graduating students. ATI was integrated throughout their program. Complementary laptop computers were given to students. Mandatory ATI testing benchmarks were set throughout program. ATI remediation was given to those who did not meet the ATI testing benchmarks. Students receive a complementary 100-Hour NCLEX-PN Review Course. Students must pass the seven proctored ATI subject exams during this timeframe. Students signed an agreement stating that they have 60 days after graduating from VN program to pass ATI Comprehensive exam, so they understand the urgency of continuing with the ATI program.

Class Start/End Date
12-20-10 – 6-3-2012

Student Starts: 18

Student End: 11

Reasons Students Left Program:

3 students dropped within 3 weeks due to school being too far from where they lived
1 dropped due to financial difficulties.
1 took LOA due to family issues.
1 dropped due to family issues.
1 dropped due to pregnancy.
All students dropped not later than Term I.

- DOE meets with students on a regular basis to review student progress and learning strategies.
- CPAt added as an entrance requirement with 180 or above score.
- If class test is 75-80%, student must review test questions missed with an instructor
- If class test is 75% or below, student must meet with DOE and DON and complete a period of mandatory remediation. Student must also retake exam and achieve a passing score.
- Will be utilizing our electronic simulator with mandatory instructor learning classes.

Outcome Analysis:

As above the retention strategies and all other action items will be implemented.

Current Action plan:

Career Development Institute, Inc. has consistently evaluated the program before, during and after each class and has implemented changes based on statistics and trends. Improvement is being shown with the action plans implemented so far. The school has now hired a consultant to:

- Revise curriculum to reflect the 2011 NCLEX-PN exam.
- Add hours to curriculum to increase areas of noted deficiency.
- Review and revise policies and procedures in both student and faculty handbooks
- Integrate Simulation in the curriculum with the Laerdal Vitasim (already purchased)

We have also decided prior to the next program:

Adding 10 hours prior to starting actual program in a pre-VN boot camp focusing on:

1. Test-Taking Strategies and Test Anxiety
 2. Critical Thinking
 3. Medical Terminology
 4. Beginning Math
 5. Beginning Dosage Calculations
-

In closing, CDI would like to be considered to prove to the BVNPT, the community and the students that the school is dedicated to improving and providing the best possible learning experience for a student whose goal is to be a Vocational Nurse.

Sincerely,

Janis K. Newton
President
Career Development Institute, Inc.